

# **Missouri Workforce Policy Academy Team**

## **Meeting Summary**

### **February 14, 2003**

#### **Attendees**

Martin Simon – NAG Project Director, Robert Sheets – NGA Academic Partner, Gracia Backer – Dept. of Labor and Industrial Relations, Rick Beasley – Div. of Workforce Development, Denise Cross – Dept. of Social Services, James Dickerson – Workforce Investment Board, John Gaal – St. Louis Carpenters Joint Apprenticeship Program, Daniel Hall – Governor's Office, David Mitchem – MTEC Executive Director, Ron Randen – Emerson Electric, Dr. Orlo Shroyer – Dept. of Elementary and Secondary Education, Joe Driskill – Dept of Economic Development, Quentin Wilson – Dept. of Higher Education, Clinton Flowers – MTEC Staff, Dr. Nancy Headrick – Dept of Elementary and Secondary Education, Patti Penny – MTEC Chair, Bob Simpson – Team Representative, Glenda Terrill – MTEC Staff, John Wittstruck – Coordinating Board for Higher Education

**This summary is based on dialog of the meeting participants.**

#### **Why is the Workforce Policy Academy important to the Governor?**

- The Governor has emphasized growth in Missouri's advanced manufacturing and life sciences, information technology and industry clusters.
- The Governor has also challenged us to improve performance and maximize the impact given the state's limited public resources.

#### **How does this fit in with state priorities?**

Missouri Managing for Results calls for:

- Increased level of per capita income;
- Decreased rate of unemployment;
- Increase percent of people with income above the poverty level;
- Increased percentage of students scoring at proficient or higher on MAP tests; and
- Increased percentage of 18 year olds with a high school diploma or GED.

#### **Is there a particular window of opportunity for action at this time?**

- Missouri's revenue shortfall provides incentive for new and more efficient ways of doing business.
- Department directors are working in a cooperative rather than competitive manner.
- Missouri's new integrated research capabilities hold promise for improved decision-making information for communities.
- Changes in how TANF recipients are served hold promise for better outcomes.

## **What are the desired accomplishments?**

- Improved outcomes for students, job seekers and businesses;
- Improvement in Missouri's economic competitiveness;
- Enhance the working relationship among education, business and labor;
- Identify the basic and essential skills needed by business/industry;
- Improved alignment between the needs of business/industry and training/education curricula;
- Communities using supply and demand gap analyses for planning and service delivery decision-making;
- Strong movement toward a skilled workforce; and
- A workforce investment system that implements national best practices.

## **Academy Goals and Structure**

**Martin Simon**

## **What to expect from the Academy-process and expected outcomes?**

- Accurately assess the problems;
- Identify positive outcomes and the factors contributing to the achievement of these outcomes;
- Design strategic state policies for improving these outcomes;
- Design a performance measurement system that demonstrates the effectiveness of policies and programs; and
- Design a three-year implementation plan.

## **What is the role of NGA Workforce Policy Academy Team?**

### **Academy I**

- Diagnose the problems to be addressed;
- Understand the policy context;
- Identify team priorities;
- Select preliminary goals (at least 3) to be worked on at the Academy meeting;
- Define preliminary strategies to achieve the goals; and
- Prepare a presentation of the state's vision and plan

### **Academy II**

- Explore policy options in depth;
- Finalize short- and long-range strategies that will be pursued;
- Continue to refine policy goals and objectives;
- Develop draft three-year implementation plan that is politically and financially feasible; and
- Take initial implementation steps.

### **Academy III**

- Initiate short-term strategies;
- Implement communication plan;
- Continue to refine implementation plan;
- Assess progress; and
- Prepare interim report.

**NGA Vision for the Next Generation of Workforce Development**

- Connect workforce development to economic needs;
- Build a stronger education pipeline to produce skilled workers;
- Expand opportunities for continuous learning;
- Enhance workers' abilities to manage their careers;
- Strengthen work supports to promote employment retention and career advancement; and
- Strengthen governance and accountability in the workforce system.

**Discussion of how the national context fits with the situation in Missouri**

- Organize workforce development around industry clusters; and
- Work with networks of firms to promote cooperation and leverage private-sector investment.

**Framework for Missouri's Team Assessment**

**Martin Simon/Robert Sheets**

**Team Assignment in preparation for the six state Academy meeting in Washington D.C.**

- **Select at least three goals (projects) to work on at the meeting;**
- **Define preliminary strategies to achieve the goals; and**
- **Prepare a presentation of the state plan for critique by other state teams and faculty.**

**Based on the discussion, the Team identified the following as potential projects:**

- **State of the Workforce Report;**
- **Workforce System Scorecard;**
- **MO Career Centers increasing referrals to vocational education and community colleges;**
- **Identification of essential and technical skills needed by business/industry; and**
- **Community college realignment.**

**Additional project options will be entertained at the next Workforce Policy Academy Team meeting.**

Note: The next meeting of the Missouri Workforce Policy Academy Team will be Friday, March 14, 2003 from 10:00 a.m. to 4:00 p.m. at the Department of Higher Education's MOStars Building, 3515 Amazonas, Jefferson City (same location as our last meeting).

**Directions:**

Take Highway 50 West. Exit at the Capital Mall/Truman Blvd/Country Club Dr. Go pass mall and Hy-Vee grocery store. After you pass the bank on your right, make a right turn on Amazonas Drive. Take Amazonas to El Mercado. Turn right on El Mercado and proceed about 300 feet. The MOSTARS Building is on the left. After you enter the front door of the MOSTARS building, the conference room is directly on your right.

**Items requiring Team attention at the next meeting are in blue.**